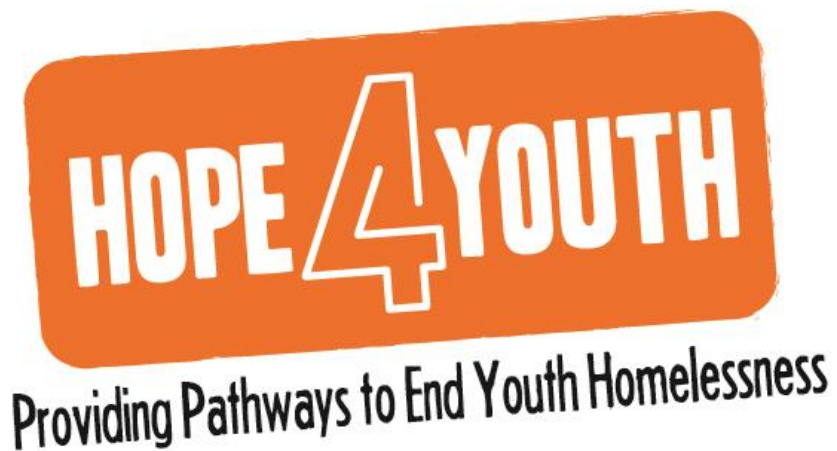




strategic consulting & coaching, LLC  
*creating new paths for growth & success*

## Position Description **Executive Director**



***Strategic Consulting & Coaching, LLC, is conducting this retained search  
on behalf of our client, HOPE 4 Youth.***

*This executive position description is written on behalf of our client, HOPE 4 Youth.*

**OUR MISSION** | Providing pathways to end youth homelessness.

**OUR VISION** | That all youth will feel safe, valued, and supported while reaching their full potential. This begins with meeting their basic needs and leads to giving them the tools to thrive.

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## ORGANIZATION OVERVIEW



HOPE 4 Youth grew out of a community effort to combat youth homelessness. In November 2012, a series of news articles raised awareness of young people in the north metro Twin Cities who needed basic resources. The stories were published during the coldest days of winter and sparked an immediate reaction from the public. As a result, partnerships were built, donations solicited, and in March 2013 HOPE 4 Youth opened our doors to the first drop-in center for youth experiencing homelessness in the north metro suburbs.

When the doors of the Drop-in Center close, many of the youth find themselves couch-hopping or back on the streets. In response, we decided to expand our focus on long-term solutions to ending youth homelessness. As a result, in late 2016, we opened HOPE Place, the first transitional housing for young people ages 18-24 in the north metro suburbs. Today we continue to grow our programs, expanding into new opportunities for young people experiencing homelessness as well as new revenue sources.

### HOPE 4 Youth is focusing on four key areas:

1. **Housing:** Connect youth to the resources they need to find and maintain housing (shelter, permanent, affordable, transitional, etc.).
2. **Outreach:** Meet youth where they are in the community and provide them with assistance in real-time and on their own terms.
3. **Prevention:** Partner with community providers and resources to connect youth to prevention services.
4. **Education/Employment:** Assist youth with finding a career pathway and the education and employment opportunities to move forward.

## HOPE 4 YOUTH PROGRAM OVERVIEW

### **Drop-In Center**

The resource Drop-In Center, located in Anoka, provides food, clothing, hygiene products, a hot meal, laundry, shower facilities, and case management to youth experiencing homelessness, ages 23 and under. Drop-In Center hours are Monday-Friday from 2-7 p.m.



### **HOPE Place**

This transitional housing program, located in Coon Rapids, is one of our long-term solutions to ending youth homelessness. Twelve young people (ages 18-25) call HOPE Place home for 12-24 months while they learn the skills necessary to be an independent, self-sufficient adult.

### **Outreach**

Through a partnership with StreetWorks, we strive to walk alongside young people experiencing homelessness who are often invisible in the system, meeting them where they are and acknowledging and honoring their individual journeys. By seeking them out in the environment where they find themselves homeless, we can provide them with assistance in real-time and on their terms.

### **HOPE Homes**

HOPE Homes provides support to homeless youth who are staying with a caring adult and want to transition from their couch-hopping arrangement into a permanent home.

### **Circle of HOPE**

This school prevention program addresses the leading indicators of youth homelessness. The goal is to prevent a young person from ever having to walk through our doors as an unaccompanied, homeless youth in the future.

### **HOPE'S Closet**

This resale boutique is filled with high-quality, donated women's clothing, accessories and shoes, gift items, and small household decor. 100% of the profits go back to HOPE 4 Youth programs.

## HOPE 4 YOUTH 2018 STATISTICS

In 2018, HOPE 4 Youth served 887 youth experiencing homelessness who were in need of resources and services.

- 3,965 youth visited the Drop-In Center
- 6,052 accessed basic needs (food, clothing, hot meals)
- 143 youth were housed via housing navigation (permanent, transitional shelter)
- 582 referrals made by our outreach team
- 105 youth visited HOPE Clinic
- 16 youth living at HOPE Place



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## POSITION OVERVIEW



### Executive Director

HOPE 4 Youth is seeking an experienced Executive Director (ED) who is well respected as an industry leader in the field of youth and health services and has a passion for ensuring youth experiencing homelessness have access to quality services. The successful candidate should excel at building strong relationships, both internally and externally, and be able to provide vision and strategic direction, be inspirational, transparent, and a transformational leader.

The ED reports to the Board of Directors and is responsible for HOPE 4 Youth's consistent achievement of its mission and financial objectives. The ED provides leadership to the Board in the areas of public policy, planning, and new program initiatives. The ED is the organization's chief fundraiser and spokesperson, and is responsible for cultivating partnerships with government, corporate, and foundation leaders, individual donors, and other national and local leaders in best practice models for ending youth homelessness. The ED leads and directs HOPE 4 Youth staff and provides support and assistance to volunteers, including the Board of Directors and committees. The ED will

oversee a \$1.7 million annual operating budget. The ED must have business acumen and be able to utilize the synergies of a strong team to support growth initiatives such as implementing new partnerships, revenue streams, new programming, and building initiatives.

The ideal candidate will build on HOPE 4 Youth's past successes, expand its reach and influence, and find creative ways to end youth homelessness in Anoka County. The position requires an entrepreneurial, business, and results-oriented approach. This person must be able to keep a big picture perspective while ensuring that the attention to detail required is fully addressed. In addition, this candidate will bring energy, passion, intellectual curiosity, creativity, flexibility, and humility to their work.

## PRIMARY RESPONSIBILITIES

### The successful candidate will:

- Embody the mission and core values of HOPE 4 Youth and will exhibit passion about the work of HOPE 4 Youth both inside and outside the organization;
- Demonstrate leadership in, and knowledge of the nonprofit multi-service arena with the ability to accurately assess the needs of homeless youth to create and implement agency strategic direction, policy, and programming over multiple years;
- Have the ability to build strong relationships and engage government, community, and national partners who support the mission of HOPE 4 Youth;
- Have demonstrated success in organizational leadership and change and proven competence in guiding the development and implementation of a strategic plan, successful institutional positioning, and translating ideas into reality;
- Be a strong strategic thinker who can enhance and refine HOPE 4 Youth's strategic vision, priorities, goals, and measures to meet program outcomes, engage staff, volunteers, and partners, and deliver sustainable results;
- Ensure a workplace that demonstrates a high degree of support for diversity, equity, and respect for youth, staff, volunteers, and board members, and attracts and retains talented and dedicated staff;
- Demonstrate success in building and sustaining a comprehensive fundraising and advancement team, ideally with experience across a full range of funding



sources including individuals, corporations, foundations, federal and local government;

- Understand and provide oversight regarding nonprofit finances, investment strategies, depreciation, and other components of financial planning, and be skilled in recognizing financial opportunities and threats and analyzing the impact of current or new ventures;
- Be able to make program and financial adjustments as needed for financial stability, program and services impact and safety, and effectively communicate these issues to the board in a timely and clear fashion;
- Have the ability to work and make judgments independently and take initiative;
- Be an innovative leader who focuses on taking risks, spurring staff ingenuity and autonomous thought where knowledge is valued, and challenges are viewed as learning opportunities;
- Have a high level of comfort with public relations and public speaking as well as communicating information to a wide range of audiences – from policy makers, donors, public officials, the press, and the general public;
- Have experience with reporting to, and supporting, a governing board;
- Strive to continuously meet the highest service standards and ensure continued service excellence.

## PERSONAL ATTRIBUTES

### The successful candidate will:

- Possess a deep commitment and passion for HOPE 4 Youth's mission and work;
- Have a visionary and entrepreneurial spirit to meet the needs of HOPE 4 Youth, and be willing to propose, strategize, and execute new ways to *end youth homelessness*;
- Be comfortable and assertive in many different social and professional circles including industry leaders, donors, public officials, funders, and government;
- Possess a high degree of energy, integrity, and creativity as well as the intellectual, organizational, and personal qualities necessary to earn respect and cooperation from all stakeholders;
- Be comfortable with public appearances, presentations, and working with media, stakeholders, funders, government entities, and donors to increase





visibility of the organization and those who will partner with and invest in the organization's mission and services;

- Demonstrate cultural competence with a focus on diversity and inclusion related to persons of other racial, cultural, religious, gender, and sexual orientation backgrounds;
- Have superb communications skills, both oral and written;
- Be creative, with the ability to think outside the box;
- Be approachable and a good listener;
- Be an authentic leader who serves as a role model for moral and fair behavior, with a transparent approach to earning the esteem and confidence of employees, volunteers, board members, donors, and public officials;
- Be a leader who coaches effectively and is seen as a mentor who supports employee growth and nurtures employees toward achieving their highest levels of performance.

## **EDUCATION**

### **The successful candidate will have:**

- A master's degree or bachelor's degree with equivalent work experience in an appropriate discipline (e.g., education, social sciences, public administration, business administration);
- 3-5 years executive/senior management experience in social services, public education, or a related organization;
- Experience in developing and maintaining a diverse workforce.

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### **FOR MORE INFORMATION, PLEASE CONTACT:**

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